

LOGSTOR presents Ewa Skalska, HR Partner, Global Talent Development

Please tell us a few words on how long have you worked for LOGSTOR and describe your position

I have started working in LOGSTOR in 2007, then after eight years, I had a two-year break. Now, I have been back for 1,5 years!

I have always dealt with soft HR – soft, meaning people development, competences management, trainings and MBO systems. Previously, I was also recruiting and supporting corporate communication.

What do you value most at LOGSTOR?

First of all the people I work with, my HR team of course, but also all other employees. It is amazing how much we can learn from each other and how inspiring those contacts are. I value that we can always rely on each other and go extra mile to help.

I also appreciate the fact that I have such a huge autonomy in my work and my ideas and initiatives are welcome.

What have you learned here?

I learned a lot about business and business approach to my work. I learned how to work in a very demanding environment with very limited resources, which opened my creativity and proactivity.

I learned to do all the work with my own mind and with my own hands, without external consultants or outsourced agencies; therefore I feel I really know how to do my job.

What is LOGSTOR doing to make you successful at work?

Majority of my actions have rather long-term effects, usually it takes quite long until I see the actual results of my efforts and work done.

The fact that I have been here for such a long time makes it possible for me to see that I HAVE actually made the difference in some areas. Most of all I am happy to see how the people that I have recruited years ago make successful careers within LOGSTOR. I am then proud to feel that I had my own doing in their success. I am able to see that because LOGSTOR really cares to promote people internally and make it possible for them to push their own boundaries.

Secondly, my manager makes sure that I see the effects of my work and get recognition. He also understands that in my work quick wins are also important as they sustain my motivation and drive when the BIG results are not present yet.

What is the most meaningful part of your work?

The main purpose of my work and at the same time the most meaningful part of it, is making the difference. Being able to help the employees in their daily work, support them in managing their teams, solving personal problems or teaching them the skills that can make their professional (and not only!) life easier, are the things that make me most driven and satisfied.

When I see that my advice work, when I see my “students” make the best use of the skills I taught them, when I see someone being inspired to look at things differently, that’s when I know I had an impact, that I made the difference.

When do you have most fun at work?

I love social interactions, whether these are in the training classroom, individual feedback meetings or Friday lunch in the canteen. Talking to people, listening to them and laughing all together are the moments when I have most fun at work.